

Sessional Lecturer Pension Plan Change New Retirement Savings Contribution

Effective May 1, 2007 all members of the Sessional Lecturers' Union who are contributing to the pension plan or who are eligible to contribute to the pension plan will now have a payment of 6% of their current sessional lecturer stipend, in lieu of pension, added to their earnings. This payment, called the **Retirement Savings Contribution** can be used at the member's discretion.

For members who are currently contributing to the pension plan or who are eligible to contribute to the pension plan, but have elected not to do so, the following will apply:

- *If you are currently contributing to the pension plan*, a memorandum will be sent to you outlining two options available to you:
 - Leave your current funds until a later date (default option)
 - Transfer your pension funds to a tax sheltered retirement vehicle with another financial institution. If this option is chosen the appropriate forms will be sent to you for completion.

You **do not have the option** of allocating the additional 6% to your current pension plan, the Research Pension Plan.

Please note that if you are contributing to the pension plan based on sessional earnings and other eligible earnings, a pension deduction and pension contribution from the employer will continue only on your other eligible earnings.

- *If you are currently not contributing to the pension plan, but have qualified in the past but elected not to contribute to the pension plan*, a payment of 6% of your monthly sessional stipend will be added to your monthly sessional earnings, effective May 1, 2007.

For sessional lecturers who have not qualified in the past to contribute to pension, they will receive a Retirement Savings Contribution, if eligible, as per Article 37.02 below.

37.02 Retirement Savings Contribution (effective May 1, 2007)

The Employer shall provide, to eligible members, a payment in the amount of six percent (6%) of their current sessional lecturer earnings, in lieu of pension, to be invested at the member's discretion. Eligibility is determined over a rolling two-year period and requires sessional earnings greater than or equal to 35% of the YMPE in each of two consecutive years.

Earnings from other non-sessional employment will be excluded from eligibility determination.

Eligibility will be maintained until there is a break in employment of 12 consecutive months at which time an employee must re-qualify for payments agreed upon in the eligibility criteria.